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THE CIA CAREER COUNCIL AND THE CAREER SERVICES

Rescission: 25 June 1954

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1. GENERAL

This Regulation establishes the overall policy and the organizational structure and responsibilities for administering the career program within the Central Intelligence Agency.

2. POLICY

The basic personnel management policy of the Central Intelligence Agency contemplates a progressive program that identifies, develops, effectually uses, and rewards individuals who have qualifications required by the Agency; motivates them toward rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who fail to perform as effective members of the Agency. This policy will be implemented through the career program which is applicable to all U. S. citizens who are staff employees or staff agents of the Agency, whether on duty in headquarters or in the field.

3. PURPOSE

The purpose of the career program is to establish personnel management practices which will develop people to the fullest extent to meet present and anticipated personnel needs of the Agency and to encourage their long-term service with the Agency.

4. ADMINISTRATION

a. THE DIRECTOR OF PERSONNEL

The Director of Personnel will direct the activities of the Boards and Panels that are established at the Agency level to implement the career program, such as the CIA Selection Board and the CIA Honor Awards Board, and will advise and assist the Heads of Career Services in carrying out all aspects of their responsibilities for personnel career management.

b. THE CIA CAREER COUNCIL

(1) Organization

Director of Personnel	- Chairman
Inspector General	- Member
Deputy Director (Support)	- Member
Deputy Director (Intelligence)	- Member
Deputy Director (Plans)	- Member
Director of Training	- Member
Director of Communications	- Member

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## (2) Responsibilities

The CIA Career Council will function as an advisory group to the Director of Central Intelligence. The Chairman will seek the opinions of the Council on the feasibility and advisability of major or significant changes in, or additions to, Agency personnel policy. Members of the Council will bring to it proposals for the revision of Agency personnel policy or problems which might affect basic personnel policy. Recommendations of the Council will be transmitted to the Director for his consideration.

## (3) Meetings

The Council will meet at the call of the Chairman, either on his initiative or upon the request of any member. If a member cannot be present, he may be represented by his designated alternate.

## c. CAREER SERVICES

Career Services as listed in Attachment A are established within CIA under the direction of the officials indicated. An appropriate Service Designation, as shown, will be used to identify each staff employee and staff agent with the career service to which he is assigned.

## (1) Responsibilities of Heads of Career Services

The Heads of Career Services are responsible for monitoring the application and functioning of the Agency personnel program as it applies to the members of their Career Service, including:

- (a) Improving and strengthening personnel administration within that Career Service;
- (b) Planning the utilization and development of such individuals, including their training, assignment, rotation, and advancement;
- (c) Reviewing fitness reports of such individuals;
- (d) Planning the rotation and reassignment of such individuals so as to enable that Career Service to meet long-range personnel requirements through orderly processes;
- (e) Reviewing requests for personnel actions to reassign, promote, demote, or separate such individuals and recommending appropriate action to the Director of Personnel;
- (f) Reviewing proposals for the training of such individuals and recommending their participation in Agency-sponsored training.

## (2) Career Boards

The Head of each Career Service will establish a Career Board and such subordinate Panels as he may consider necessary to advise him on personnel management matters and, as he directs, to monitor the application and functioning of the personnel program as it affects the members of that Career Service. Board or Panel designations will be recorded following the Service Designation to identify staff employees and staff agents with such appropriate Boards or Panels within Career Services as appropriate.

## (a) Organization

Each Career Board will be composed of the following officials:

- (1) The Head of the Career Service ex-officio;
- (2) Three or more Staff or Division Chiefs or officials of comparable responsibility;
- (3) A Senior Personnel or Administrative Officer who will be responsible for providing technical advice and assistance to the Board.

## d. ASSIGNMENT OF SERVICE DESIGNATIONS

The Director of Personnel will ensure that Service Designations and Board or Panel Designations, as appropriate, are recorded in the official records of each staff employee and staff agent in order to identify such individuals with

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an appropriate Career Service. In so doing, the Director of Personnel will give full consideration to the Head of the Career Service involved and to the individual's desires and qualifications for assignment to a particular Career Service. An individual may later hold other appropriate Service, Board, or Panel Designations.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

L. K. WHITE  
Deputy Director  
(Support)

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